

memorandum

DATE: May 14, 2002

REPLY TO:

ATTN OF: AMMFS (Schepens, 803/952-2486)

SUBJECT: Quarterly Report on Federal Technical Capability

TO: Distribution

This Quarterly Report on Federal Technical Capability contains information on the status of four areas of the DOE Technical Capability Program: technical qualifications, technical skill gaps, availability of positions at closure sites, and technical interns at DOE.

Attachment 1 is the Status of Qualifications in the Technical Qualification Program (TQP). The DOE goal is to meet and exceed a 75% fully qualified rate for all personnel in the TQP. Currently, the DOE qualification rate is 59% and only 11 of 24 reporting offices meet the 75% qualified goal, a slight increase from 10 last quarter. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. Currently, only 6 of 24 reporting offices meet this goal. This is unchanged from last quarter's data. At the next FTCP meeting scheduled for May 30, 2002, those Field and Area Offices that have more than 10 people in the TQP and who have less than 60% of the participants fully qualified will discuss those actions they are taking to increase the number of people fully qualified. These offices include Albuquerque, Chicago, Oakland, Oak Ridge, Y-12 and Environmental Management (HQ). Additionally, the FTCP Agents from these Offices will present when they expect to reach the goal of having more than 75% of the participants in the TQP qualified.

Attachment 2 is the Status of Filling Technical Skill Gaps. These gaps were identified in the report, "Analysis of Safety System Federal Staff Expertise and Availability," dated January 24, 2002. The report identified a total of 31.75 full-time equivalent (FTE) positions that are needed to provide necessary and sufficient oversight of contractor safety systems. The current gap is 28.8 FTEs. Sites are encouraged to continue to reduce the gaps by using support service contractors, technical personnel from areas other than safety system oversight, and by supplementing their staff either with new hires or with personnel from Headquarters and Albuquerque offices.

Attachment 3 is the Availability of Technical Positions at Closure Sites. The purpose of this information is to show dates by which technical positions at Ohio (OH) and Rocky Flats (RF) Field Offices will become available to the rest of DOE. Currently, draft staffing plans are in the early stages of development at OH and RF and more specific dates will be identified as these plans are finalized. The FTCP functions to assist sites in establishing agreements or processes by which persons in these technical positions are identified with sufficient lead time and can be transferred to other sites.

Attachment 4 is the Status of DOE Technical Interns. There are a total of 31 interns at seven

Field and Headquarters program offices. Field and Area Office Managers should evaluate the status and progress of interns assigned to their Offices and consider assigning them to qualify in TQP functional areas in which there are technical skill gaps. When extending future job offers to interns, consideration should be given to hiring interns who will be able to reduce the technical skill gaps.

If you have any questions, please call me at (803) 952-2486.

Sincerely,

Original Signed By

Roy J. Schepens
Chairman
Federal Technical Capability Panel

Attachments

- 1) Status of Qualifications in the TQP
- 2) Status of Filling Technical Skill Gaps
- 3) Availability of Technical Positions at Closure Site Offices
- 4) Status of DOE Technical Interns

Distribution:

Assistant Secretary for Environmental Management
Assistant Secretary for Environment, Safety and Health
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Manager, Office of Amarillo Site Operations
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Manager, Fernald Environmental Management Project
Manager, Mound Environmental Management Project
Manager, West Valley Demonstration Project

cc:

Administrator, National Nuclear Security Administration
Under Secretary for Energy, Science and Environment
Federal Technical Capability Panel Agents

Status of Qualifications in the Technical Qualification Program (TQP)

March 31, 2002

Update Frequency: Quarterly

Office		Number of People in the TQP	Number Fully Qualified	Number Overdue	Percent Fully Qualified
OPS / AREA OFFICES					
AL	OPS	121	38	18	31%
AL	ASO	59	20	8	34%
AL	KSO	32	6	9	19%
AL	KCSO	33	15	1	45%
AL	LASO	53	17	4	32%
CBFO	FIELD	9	1	6	11%
CH (Note 1)	OPS	143	15	0	10%
ID	OPS	116	94	2	81%
NV (Note 2)	OPS	94	62	3	66%
OAK (Note 3)	OPS	49	6	0	12%
OH	FIELD	16	16	0	100%
OH	FERN	34	33	0	97%
OH	MEMP	23	23	0	100%
OH	WVDP	16	15	0	94%
OR	OPS	183	64	3	35%
ORP	FIELD	70	63	1	90%
RFFO	FIELD	80	72	2	90%
RL	OPS	121	118	0	98%
SR	OPS	192	161	7	84%
SR	NNSA	27	18	1	67%
YAO	NNSA	58	30	2	52%
HQ PROGRAM OFFICES					
EH	HQ	64	55	9	86%
EM (Note 4)	HQ	23	6	13	26%
NNSA	HQ	45	35	7	78%
DOE Total		1661	983	96	59%
DOE GOALS		-	-	0	75%

Note 1 - CH's participation in the TQP is voluntary. CH managers have not assigned due dates to individuals for most functional areas. The exception is the Facility Representative area. Currently, there are no Facility Representatives overdue in their qualifications. The numbers for the Facility Representative Functional Area are: 18 participants, 15 fully qualified, and 0 overdue.

Note 2 - NV is considering holding oral boards for all TQP participants. NV is currently working on a recertification plan for those employees who are beyond the 3-year qualification requirement.

Note 3 - OAK has recently completely revised its Technical Qualification Program, and is rolling out the more rigorous program in a prioritized, incremental approach. OAK is requiring all participants in the program to qualify under the revised program, including those who completed qualification under the old OAK TQP.

Note 4 - At EM HQ, STSM program incumbents must participate in the TQP and complete the program in 18 months. All other TQP participants may voluntarily participate and are not assigned a deadline. There are 4 voluntary TQP participants, none of whom are fully qualified. 6 of the 19 STSMs are fully qualified while the remaining 13 STSM incumbents are overdue. EM rebaselining participation in the program.

Status of Filling Technical Skill Gaps

March 31, 2002

Update Frequency: Semi-Annually

	SKILL GAPS IN EACH TECHNICAL AREA (Numbers Represent FTEs)															
OFFICE	Mechanical Engineer		Electrical Engineer		Instrumentation & Control		Criticality Safety		Fire Protection		Civil, Structural Engineer & Natural Phenomena		Emergency Preparedness		TOTAL GAPS	
NNSA Site Offices	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current	Original	Current
ASO	1.7	1.7	1	1											2.7	2.7
KSO	1	1	0.9	0.9	0.1	0.1									2	2
LASO	1.5	1.5	1	1	1	1	1	1	1	1			1	1	6.5	6.5
NV	2.2	2							0.5	0.5					2.7	2.5
OAK	1.75	1	0.5	1					1.5	1	0.5	0.5			4.25	3.5
YAO			0.5	0.5	0.5	0.5	2	1	1	1					4	3
EM Site Offices																
ORP	3	3	1	1	2	2			1	1					7	7
RFFO	0.3	0.3													0.3	0.3
RL	1	0	0.3	0.3					1	1					2.3	1.3
DOE Totals	12.45	10.5	5.2	5.7	3.6	3.6	3	2	6	5.5	0.5	0.5	1	1	31.75	28.8

"Original" column represent gaps described in the report, "Analysis of Safety System Federal Staff Expertise and Availability" dated January 24, 2002.

Notes/Changes:

OAK (Livermore Site Office): The .75 FTE gap in mechanical engineering was filled by internal reassignment. Reevaluation of the needs increased the electrical engineering gap to 1.0 FTE and decreased the fire protection gap to 1.0 FTE. A Fire Protection Eng FTE has been advertised, but no qualified applications have been received. Currently, line management is considering raising the pay rate to excepted service pay band IV (from pay band III) and reannouncing the position. Oversight of the vital safety systems that would be done by those positions identified in the gap analysis is currently being performed by a combination of facility reps, safety analysts, support service contractors, and support to the Livermore Site Office from the Oakland Operations Office.

ORP: Continuing to evaluate internal candidates to assign to those positions and is continuing staffing analysis discussions with EM-1. Compensatory measures include using ORP qualified staff not dedicated to filling those roles, obtaining assistance from RL as available, and use of support contractors as needed.

RFFO:

basis. Since RF is a closure site and with staffing already above the FTE ceiling, there are no current plans to hire additional a FTE in this area. Additionally, when need arises for

RL:

certified fire protection engineers) and use of support contractors as needed.

YAO: One NCS Engineer position was filled with existing personnel and plans are to hire one NCS engineer to fill remaining criticality safety gap.

Availability of Technical Positions at Closure Site Offices

March 31, 2002

Update Frequency: Semi-Annually

Closure Site Office Functional Areas	Number of Positions	Dates by Which Positions Become Available to Rest of DOE *
<u>Ohio Field Office</u>		
Chemical Processing	1	2006
Electrical Systems	2	2006
Emergency Management	2	2006
Environmental Compliance	6	2006
Environmental Restoration	7	2006
Facility Maintenance Mgmt.	1	2006
Facility Representative	12	2006
Fire Protection	1	2006
Industrial Hygiene	3	2006
Mechanical Systems	1	2006
Nuclear Safety Systems	3	2006
Occupational Safety	4	2006
Project Management	11	2006
Radiation Protection	6	2006
Quality Assurance	4	2006
Safeguards and Security	3	2006
Senior Technical Safety Mgr.	16	2006
Waste Management	6	2006
OH Total	89	
<u>Rocky Flats Field Office</u>		
Criticality Safety	1	2006
Emergency Management	1	2006
Environmental Compliance	8	2006
Environmental Restoration	5	2006
Facility Representative	16	2006
Fire Protection	1	2006
Industrial Hygiene	2	2006
Nuclear Safety Systems	3	2006
Occupational Safety	5	2006
Project Management	14	2006
Quality Assurance	5	2006
Radiation Protection	2	2006
Safeguards and Security	9	2006
Senior Technical Safety Mgr.	13	2006
Site Infrastructure	4	2006
Transportation and Traffic Mgmt.	1	2006
Waste Management	11	2006
RFFO Total	101	

* 2006 is the planned closure year for each site. More detailed information about the dates for which positions will become available to other DOE sites will be determined as the closure site offices refine their staffing analyses. For further information, contact Nat Brown (937) 865-5051 at the Ohio Field Office or Steve Tower (303) 966-2133 at the Rocky Flats Field Office.

Status of DOE Technical Interns

March 31, 2002

Update Frequency: Semi-Annually

2000 Class - Technical Leadership Development Program

Office	Major	University/College	Technical Skill Gap (FTEs)
AL	MS, Environmental Eng.	New Mexico State U	SITE OFFICE GAPS ** 4.2 Mech Eng. 1 Crit. Safety 2.9 Elec. Eng. 1 Fire Prot. 1.1 Inst & Cont. 1 Emer Prep.
	BS, Mechanical Eng.	Texas Tech U	
	MS, Eng. Management	U of Kansas	
	MS, Construction Management	Florida International U	
	MS, Physics	Creighton U	
	BS, Chemical Eng.	Texas A & M	
FE	MS, Mechanical Eng.	California State U	No Gaps
	PhD, Fuel Science	Pennsylvania State U	
Golden	MS, Civil Eng.	U of Illinois	No Gaps
	BS, Civil Eng.	U of Pittsburgh	
Oakland	MS, Mechanical Eng.	CA State U, Sacramento	1 Mech. Eng. 1 Elec Eng.
			1 Fire Prot. 0.5 Civil Eng
Richland	MS, Safety & Environmental Management	W. Virginia U	0.3 Elec. Eng. 1 Fire Prot.
	MS, Forestry	U of Montana	
	M.E. Chemical Eng.	U of Idaho	
SRS	BS, Ceramic Eng.	Clemson U	No Gaps
	MS, Industrial Studies/Safety	Middle Texas State U	

2001 Class - Technical Intern Program

Office	Major	University/College	Office
AL	BS, Civil Eng.	Southern U	SITE OFFICE GAPS ** 4.2 Mech Eng. 1 Crit. Safety 2.9 Elec. Eng. 1 Fire Prot. 1.1 Inst & Cont. 1 Emer Prep.
	BS, Mechanical Eng.	U of New Mexico	
	MS, Environmental Eng.	New Mexico State	
	BS, Geological Eng.	New Mexico State	
	BS, Civil Eng.	U of New Mexico	
	BS, Civil Eng.	New Mexico State	
Oak Ridge	BS, Environmental Science/Natural Resource Management	Tuskegee U	No Gap
SRS	BS, Computer Eng.	U of S. Carolina	No Gap
	BS, Chemistry	S. Carolina State	
	BS, Chemical Eng.	U of S. Carolina	
	BS, Mechanical Eng.	U of S. Carolina	
	BS, Mechanical Eng.	U of S. Carolina	
	BS, Electrical Eng.	U of S. Carolina	
	BS, Chemistry	S. Carolina State	
	BS, Computer Eng.	U of S. Carolina	

Summary Information

Total Number of Interns	31
Total DOE Offices Participating	7
Field Sites	6
HQ Program Office	1

	<u>Number</u>	<u>Percentage</u>
Experience Levels		
Three or More Years	14	45%
Recent Graduates	17	55%

Number of Universities/Colleges	21	
Doctorates	1	3%
Masters	12	39%
Bachelors	18	58%

Different Degrees Types	17
Mechanical Eng.	6
Civil Eng.	5
Environmental Eng./Mgt.*	5
Chemical Eng.	3
Chemistry	2
Computer Eng.	2
Electrical Eng.	1
Ceramic Eng.	1
Physics	1
Fuel Science	1
Engineeringn Mgt.	1
Forestry	1
Industrial Safety	1
Geological Eng.	1

** While no Technical Skill Gaps exist at the Albuquerque Operations Office, there are gaps at the following Albuquerque Site Offices:
Amarillo Site Office (1.7 Mech. Eng, 1 Elec. Eng)
Kirtland Site Office (1 Mech. Eng., 0.9 Elec. Eng., 0.1 Inst & Cont)
Los Alamos Site Office (1.5 Mech Eng., 1 Inst & Cont., 1 Crit Safety, 1 Fire Prot., 1 Emer Prep.)

* 4 different Enviornmental Degrees